

董事、監事、高級管理人員和員工情況

DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT STAFF

一、公司董事、監事和高級管理人員履歷簡介

1、董事

朱武安先生，中國國籍，55歲，董事長兼首席執行官及發展戰略委員會主席，工商管理碩士，高級經濟師。1992年任北人集團公司副總經理；1993年任本公司董事、副總經理；1996年任本公司董事、董事會秘書、副總經理；現任北人集團公司董事長、本公司董事長兼首席執行官。朱先生負責本公司的整體戰略性管理，具有三十餘年的企業管理經驗及十年上市公司治理與運作的知識與技巧。

陸長安先生，中國國籍，55歲，副董事長，發展戰略委員會委員，研究生畢業，高級經濟師。1992年任北人集團公司企管處處長；1993年任北人集團公司總經濟師、北人印刷機械股份有限公司董事；1996年任北人印刷機械股份有限公司副總經理；1998年任北人印刷機械股份有限公司總經理；現任北人集團公司總經理。陸先生在北人集團公司任職三十餘年，有三十餘年的企業管理經驗。

王國華先生，中國國籍，40歲，執行董事、總經理，發展戰略委員會委員，工商管理碩士，高級工程師。1992年曾任北人集團公司印機研究所副所長；1995年任北人集團公司總工程師；1996年任北人印刷機械股份有限公司董事、總工程師；1997年任北京印刷機械研究所所長；現任北人印刷機械股份有限公司董事、總經理。王先生多年從事產品設計及技術管理工作。

龐連東先生，中國國籍，54歲，董事，發展戰略委員會委員，研究生畢業，高級經濟師。1992年任北人集團公司三分廠副廠長；1993年任北人印刷機械股份有限公司董事、總經理助理兼單雙色機廠廠長；1995年任北人集團公司常務副總經理至今。龐先生在北人集團公司任職三十餘年，有三十餘年的企業管理經驗。

I. PROFILES OF DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

1. Directors

Mr Zhu Wuan, Chinese nationality, aged 55, Chairman of the Board, Chief Executive Officer and Chairman of the Strategic Committee, an MBA holder and a senior economist. Mr Zhu was the Deputy General Manager of Beiren Group Corporation in 1992; a Director and Deputy General Manager of the Company in 1993; and a Director, Secretary to the Board of Directors and Deputy General Manager of the Company in 1996. He is currently the Chairman of Beiren Group Corporation, the Chairman and the Chief Executive Officer of the Company. He is in charge of the Company's overall strategic management and has over 30 years' experience in corporate management and 10 years' knowledge and skills in administering and running a listed company.

Mr Lu Changan, Chinese nationality, aged 55, Vice-chairman, a member of the Strategic Committee, a postgraduate and a senior economist. Mr Lu was the Head of Corporate Management Office of Beiren Group Corporation in 1992; Chief Economist of Beiren Group Corporation and a Director of Beiren Printing Machinery Holdings Ltd. in 1993; Deputy General Manager of Beiren Printing Machinery Holdings Ltd. in 1996; and General Manager of Beiren Printing Machinery Holdings Ltd. in 1998. He is currently the General Manager of Beiren Group Corporation. He has been working for Beiren Group Corporation for over 30 years and has over 30 years' experience in corporate management.

Mr Wang Guohua, Chinese nationality, aged 40, Director, General Manager, a member of the Strategic Committee, an MBA holder and a senior economist. Mr Wang was the Deputy Head of Institute of Printing Machinery of Beiren Group in 1992; Chief Engineer of Beiren Group Corporation in 1995; Director and Chief Engineer of Beiren Printing Machinery Holdings Ltd. in 1996; and Head of Beijing Research Institute of Printing Machinery in 1997. He is currently the Director and General Manager of Beiren Printing Machinery Holdings Ltd. He has been engaged in product design and technical management for a number of years.

Mr Pang Liandong, Chinese nationality, aged 54, Director, a member of the Strategic Committee, a postgraduate and a senior economist. Mr Pang was the Deputy Factory Manager of Plant 3 of Beiren Group Corporation in 1992; Director and Assistant to General Manager of Beiren Printing Machinery Holdings Ltd. as well as Factory Manager of a single and dual color printer factory in 1993; and has been the Deputy General Manager of Beiren Group Corporation since 1995. He has been working in Beiren Group Corporation for more than 30 years and has over 30 years' experience in corporate management.

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于寶貴先生，中國國籍，54歲，董事，提名委員會委員，大專畢業，政工師。1993年任北人集團公司工會主席；1996年任北人印刷機械股份有限公司董事；現任公司工會主席。于先生在生產管理勞工關係方面有十多年的經驗。

戎佩敏女士，中國國籍，52歲，執行董事，董事會秘書，薪酬與考核委員會委員，研究生畢業，高級經濟師。於1988年加入北人集團公司；加入前，在北京市印刷中等專業學校任職任教；1995年任本公司駐香港辦事處主任，1997年任本公司董事會秘書室主任。1999年任本公司董事會秘書至今，戎女士有多年的公司管理經驗及境內外上市公司法律法規的掌握與運用經驗。

齊生林先生，中國國籍，55歲，董事，審計委員會會員，大學畢業，高級會計師。曾任北人集團公司財務處處長、副總會計師。1998年任本公司總會計師，現任北人集團公司總會計師，齊先生從事財會工作二十多年，具有豐富的財務管理經驗。

2、獨立非執行董事

李一經女士，中國國籍，52歲，獨立非執行董事，審計委員會主席，提名委員會委員，研究生畢業，註冊會計師。曾任北京建材局黨校財會教師，北京機械局黨校教研室主任、副校長，北京中平建會計師事務所副主任會計師，1998年至現在任北京市第十屆人民代表大會代表，1997年至現在任中國民主建國會第七屆北京市市委委員。



Mr Yu Baogui, Chinese nationality, aged 54, Director, a member of the Nominee Committee, a post-secondary graduate and a political work engineer. Mr Yu was the Chairman of the Labour Union of Beiren Group Corporation in 1993 and a Director of Beiren Printing Machinery Holdings Ltd. in 1996. He is currently the Chairman of the Labour Union of the Company. He has over 10 years' experience in production management and employees' relations.

Madam Rong Peimin, Chinese nationality, aged 52, a Director, Secretary to the Board of Directors, a member of the Remuneration and Monitoring Committee, a postgraduate and a senior economist. Madam Rong joined Beiren Group Corporation in 1988. Prior to this, she was a teacher in Beijing Secondary Printing Technical School; Director of Hong Kong Office of the Company in 1995; and Chief of Secretariat of the Board of Directors of the Company in 1997. She has been a secretary to the Board of Directors since 1999. She has a number of years' experience in corporate management and is experienced in the application and knowledge of the legislation for domestic and overseas listed companies.

Mr Qi Shenglin, Chinese nationality, aged 55, a Director, post-secondary graduate and a senior economist. He was the Director and Deputy Chief Accountant of the Finance Office of Beiren Group Corporation and became the Chief Accountant of the Company in 1998. He is currently the Chief Accountant of Beiren Group Corporation. He has been doing finance for more than 20 years and has rich experience in financial control.

2. Independent non-executive directors:

Madam Li Yijing, Chinese nationality, aged 52, an independent non-executive director, Chairman of the Audit Committee and a member of the Nominee Committee, a postgraduate and a certified accountant. She was a teacher in the Party's School of Beijing Construction Materials Bureau; a Supervisor and Deputy Headmaster of the Research Office of the Party's School of Beijing Mechanical Bureau; and Deputy Chief Accountant of Beijing Zhongpingjian Accountants Firm. She has been a delegate to the 10th National People's Congress of Beijing since 1998 and a member of the 7th Beijing Municipal Committee of the Association for China Democratic Foundation since 1997.

2003年10月28日，在上海舉辦的中國國際全印展北人展區一角
Beiren's exhibition at China International Printing Exhibition held in Shanghai on 28 October 2003

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周小明先生，中國國籍，37歲，獨立非執行董事，薪酬與考核委員會主席，審計委員會委員，法學博士，高級經濟師。1990年任職於浙江大學，講授民法、商法、金融法、工商管理學等課程。1995年任職於中國人民銀行非銀行金融機構監管司，從事信託投資公司、證券公司等非銀行金融機構的監管工作。現任職北京市君澤君律師事務所，為高級合夥人。

Mr Zhou Xiaoming, Chinese nationality, aged 37, an independent non-executive director, Chairman of the Remuneration and Monitoring Committee and a member of the Audit Committee, a doctorate in law and a senior economist. Mr Zhou was a teacher in civil law, commercial law, financial law and commercial and industrial administration, etc. at the University of Zhejiang in 1990. He was a supervisor of non-banking institutions at the People's Bank of China in 1995 in charge of regulating non-banking institutions such as trust investment companies and securities companies. He is currently a senior partner with Beijing Jun Ze Jun Law Firm.

胡匡佐先生，香港特別行政區，57歲，獨立非執行董事，提名委員會主席，薪酬與考核委員會委員，香港大學法律系畢業，執業律師。曾任職香港政府律政處及司法部從事法律及勞工事務工作，1988年至2001年為執業律師。從事集團財務，收購合併等法律事務。1991年開始先後加入北海集團有限公司（香港上市公司），Capital Citybus Limited（英國之公共巴士公司）等擔任執行董事職位，對企業融資，項目策劃，集團管理等擁有十多年經驗。現時業務投資管理事務，任新海環保能源有限公司（香港上市公司）及Prime CCIF Capital Limited執行董事，並為深圳市中外企業家協會執行委員。

Mr Wu Hongzuo, from the Hong Kong Special Administrative Region, aged 57, an independent non-executive director, Chairman of the Nominee Committee and a member of the Remuneration and Monitoring Committee, graduated from the Faculty of Law at the University of Hong Kong and a practicing lawyer. He dealt with legal and labour affairs in the Legal Department and Judicial Department of the Hong Kong Government. He worked as a practicing lawyer from 1988 to 2001, dealing with legal matters such as corporate finance and mergers and acquisitions. From 1991, he acted as executive directors for a number of companies such as North Sea Group Co., Ltd. (a Hong Kong listed company), Capital Citybus Limited (a British public bus company), etc., and has over 10 years' experience in corporate finance, project planning, corporate management, etc. He currently focuses on investment management business and is an executive director of New Ocean Green Energy Holdings Ltd. (a Hong Kong listed company) and Prime CCIF Capital Limited as well as an executive member of the Shenzhen Association for Sino-foreign Entrepreneurs.

3、 監事

肖茂林先生，中國國籍，54歲，監事長，研究生畢業，經濟師。1991年任北人集團公司黨委辦公室主任兼黨委書記助理；1998年任北人集團公司紀委書記、北人印刷機械股份有限公司監事長；現任北人集團公司黨委副書記兼紀委書記。肖先生在北人集團公司任職三十餘年，具有二十多年的企業管理經驗。

3. Supervisors

Mr Xiao Maolin, Chinese nationality, aged 54, Chairman of the Supervisory Committee, a postgraduate and an economist. Mr Xiao was the Director of the Office of Party Committee of Beiren Group Corporation and an Assistant to the Secretary of the Party Committee in 1991; as well as Secretary of the Party Committee of Beiren Group Corporation and Chairman of Supervisory Committee of Beiren Printing Machinery Holdings Ltd. He is currently the Deputy Secretary of the Party Committee and Secretary of Discipline Committee of Beiren Group Corporation. He has been working for more than 30 years in Beiren Group Corporation and has over 20 years' experience in corporate management.

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薛克新先生，中國國籍，38歲，監事，研究生畢業，經濟師。薛先生曾任本公司生產技安處處長助理，多色機分廠廠長助理，現任本公司企管規劃部部長。薛先生長期從事公司生產管理工作和戰略管理及財務分析工作，具有較為豐富的企業管理經驗及財務分析能力。

田福仁先生，中國國籍，55歲，監事，中專畢業，高級技工師。在北人集團公司工作三十年。田先生為公司之模範員工，長期擔任職工代表，在處理、維護員工利益方面有豐富的經驗。

4、高級管理人員

郭寧先生，中國國籍，49歲，副總經理，大學畢業，工程師。1993年任北人印刷機械股份有限公司單雙色機廠常務副廠長、廠長；1998年至今任北人印刷機械股份有限公司副總經理。

王文元先生，中國國籍，56歲，副總經理，大學畢業，經濟師。曾任北人集團公司生產總調度、生產計劃處處長；1994年任北人印刷機械股份有限公司多色機廠常務副廠長；1998年至今任北人印刷機械股份有限公司副總經理。

楊振東先生，中國國籍，41歲，總工程師，大學畢業，高級工程師。1992年任北人集團公司研究所設計科副科長；1998年任北人印刷機械股份有限公司研究所副所長；2000年至今任北人印刷機械股份有限公司總工程師。

Mr Xue Kexin, Chinese nationality, aged 38, a Supervisor, a postgraduate and an economist. Mr Xue was an Assistant to the Director of Production and Technical Safety Office of the Company and an Assistant to the Factory Manager of Multi-coloring Press Factory. He is currently the Head of the Corporate Management and Planning Department of the Company. He has been engaged in production and strategic management and financial analysis for a long period of time. He has rich corporate management experience and financial analysis capabilities.

Mr Tian Furen, Chinese nationality, aged 55, a Supervisor, a secondary technical graduate and a senior technician. Mr Tian has been working in Beiren Group Corporation for 30 years. He has been a model worker of the Company and has been a staff representative for a long period of time. He has rich experience in handling and maintaining welfare benefits of staff.

4. Senior management

Mr Guo Ning, Chinese nationality, aged 49, Deputy General Manager, a university graduate and an engineer. Mr Guo was the Managing Deputy Factory Manager and Factory Manager of Single-dual Colouring Press Factory of Beiren Printing Machinery Holdings Ltd. in 1993. He has been the Deputy General Manager of Beiren Printing Machinery Holdings Ltd. since 1998.

Mr Wang Wenyuan, Chinese nationality, aged 56, Deputy General Manager, a university graduate and an economist. Mr Wang was the Director of Production Control and Planning Office of Beiren Group Corporation and Managing Deputy Factory Manager of Multi-colouring Press Factory of Beiren Printing Machinery Holdings Ltd. in 1994. He has been the Deputy General Manager of Beiren Printing Machinery Holdings Ltd since 1998.

Mr Yang Zhendong, Chinese nationality, aged 41, Chief Engineer, a university graduate and a senior engineer; Deputy Chief of Design Office of Research Institute of Beiren Group Corporation in 1992 and Deputy Chief of Research Institute of Beiren Printing Machinery Holdings Ltd. in 1998. He has been the Chief Engineer of Beiren Printing Machinery Holdings Ltd. since 2000.

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二、公司董事、監事和高級管理人員持股變動情況

II. MOVEMENT IN SHAREHODLING OF THE DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT OF THE COMPANY

單位：股
Unit: share

姓名	職務	性別	年齡	任期起止日期	年初持股數	年末持股數	變動原因
Name	Position	Sex	Age	Term of appointment	Shareholding at the beginning of the year	Shareholding at the end of the year	Reasons of the change
朱武安	董事長	男	55	2002.7.14-2005.7.13	4,800	5,760	增發配售
Zhu Wuan	Chairman	Male					Issue of shares
陸長安	副董事長	男	55	2002.7.14-2005.7.13	4,800	4,800	
Lu Changan	Vice-chairman	Male					
王國華	執行董事、總經理	男	40	2002.7.14-2005.7.13	1,000	1,200	增發配售
Wang Guohua	Executive Director and General Manager	Male					Issue of shares
龐連東	董事	男	54	2002.7.14-2005.7.13	4,100	4,100	
Pang Liandong	Director	Male					
于寶貴	董事	男	54	2002.7.14-2005.7.13	4,200	4,200	
Yu Baogui	Director	Male					
戎佩敏	執行董事、董事會秘書	女	52	2002.7.14-2005.7.13	0	0	
Rong Peimin	Executive Director and Company Secretary	Female					
齊生林	董事	男	55	2002.7.14-2005.7.13	0	0	
Qi Shenglin	Director	Male					
李一經	獨立董事	女	52	2002.7.14-2005.7.13	0	0	
Li Yijing	Independent Director	Female					
周小明	獨立董事	男	37	2002.7.14-2005.7.13	0	0	
Zhou Xiaoming	Independent Director	Male					
胡匡佐	獨立董事	男	57	2002.7.14-2005.7.13	0	0	
Hu Kuangyou	Independent Director	Male					
肖茂林	監事長	男	54	2002.7.14-2005.7.13	0	0	
Xiao Maolin	Chairman of the Supervisory Committee	Male					
薛克新	監事	男	38	2002.7.14-2005.7.13	0	0	
Xue Kexin	Supervisor	Male					
田福仁	監事	男	55	2002.7.14-2005.7.13	4,100	4,100	
Tian Furen	Supervisor	Male					
郭寧	副總經理	男	49	2002.7.14-2005.7.13	0	0	
Guo Ning	Deputy General Manager	Male					
王文元	副總經理	男	56	2002.7.14-2005.7.13	0	0	
Wang Wen yuan	Deputy General Manager	Male					
楊振東	總工程師	男	41	2002.7.14-2005.7.13	0	0	
Yang Zhendong	Chief Engineer	Male					

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1、說明：

- (1) 除上文所披露者外，於2003年12月31日，各董事、監事及高級管理人員或彼等聯繫人概無與本公司或任何關聯公司（定義見《證券及期貨條例》之股份中擁有權益，而各董事及監事或彼等之配偶或未滿十八歲子女概無認購本公司證券之權利，亦無使用該項權利。
- (2) 在本年結算日或年內之任何時間，除下述服務合約外，本公司各董事及監事均無在本公司任何重要合約中直接或間接擁有權益
- (3) 除上述所載各董事及監事須根據香港證券及期貨條例第352條而保存之登記冊所示外，在本年內，本公司均無參與任何安排，使本公司董事或監事或任何其他法人團體之股份或債券獲益，並未有須根據證券及期貨條例第352條予以記錄之權益。
- (4) 除上文所披露者外，於2003年12月31日，本公司董事、監事或高級管理人員概無於本公司或其任何相關法團（定義見證券及期貨條例）之股份、相關股份或債券中擁有根據證券及期貨條例第XV部第7及8分部之規定，彼等須知會本公司或香港聯合交易所有限公司（「聯交所」）之任何權益或淡倉，或根據證券及期貨條例第352條規定，須列入所指定之登記冊之權益或淡倉。
- (5) 概無任何董事、監事及高級管理人員或其相關人士獲公司或其附屬公司授出購入公司股份或債券之權益，或在2003年12月31日前已行使任何此等權益。

1. Explanations:

- (a) Save as disclosed above, none of the directors, supervisors and senior management or any of their associates, as at 31 December 2003, had any interest in the shares of the Company or its associated corporations (within the meaning of the Securities and Futures Ordinance (the "SFO")). None of the directors and supervisors or their spouse or children under the age of 18 was granted any right to acquire securities of the Company or had exercise any such right.
- (b) As at the balance sheet date or at any time during the year, none of the directors and supervisors of the Company was directly or indirectly interested in any material contract of the Company other than the service contracts mentioned below.
- (c) Save as those set out in the register required to be maintained by directors and supervisors under section 352 of the SFO, during the year, the Company did not engage in any arrangement which would enable the directors or supervisors of the Company of their respective associates to acquire any interest in any shares or debt securities of the Company by the purchase of any other corporation, nor did the directors or supervisors had any interest which was required to be recorded in the register under section 352 of the SFO.
- (d) Save as disclosed above, none of the Directors, supervisors and senior management of the Company, as at 31 December 2003, had any interest or short positions in the shares, underlying shares and debentures of the Company or its associated corporations (within the meaning of Part XV of the SFO) which would have to be notified to the Company and The Stock Exchange of Hong Kong Limited (the "Stock Exchange") pursuant to Divisions 7 and 8 of Part XV of the SFO or which were required to be entered in the register required to be kept by the Company pursuant to Section 352 of the SFO.
- (e) None of the Directors, supervisors and senior management of the Company or the respective associates was granted by the Company or its subsidiaries any right to acquire shares or debentures of the Company or had exercised any such right as at 31 December 2003.

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2、 董事與監事服務合約

董事及監事與本公司訂立書面合約，主要方面如下：

- (1) 第四屆董事、監事每份合約由2002年7月14日開始，至2005年7月13日止。
- (2) 在服務合約的合約期內董事及監事之薪酬每年可以增加15%。
- (3) 各董事有權收取由董事會決定參照本公司除稅後綜合淨盈利（不包括非常項目）授予之管理花紅，惟付予董事之花紅總額不得超過該盈利1%，董事須放棄就有關彼收取之數額之決議案投票。
- (4) 本公司獨立非執行董事之委任期為3年，報告期內本公司獨立非執行董事認真履行了職責。

2. Service contracts of directors and supervisors

The directors and supervisors have entered into written contracts with the Company, the main contents of which are as follows:

- (a) Each contract for the directors of the fourth Board of Directors and supervisors of the fourth Supervisory Committee is for a term commencing from 14 July 2002 to 13 July 2005.
- (b) The salary payable to the directors and supervisors is subject to a 15% increment for each subsequent year within the contract term of the service contracts.
- (c) Each of the directors is entitled to a management bonus calculated by reference to the consolidated net profit of the Company (excluding extraordinary items) after taxation as decided by the Board of Directors provided that the aggregate amount of bonus payable to the directors may not exceed 1% of such profit. The directors shall abstain from voting in respect of the resolution on the amount payable to them.
- (d) The independent non-executive directors of the Company are appointed for a term of 3 years. They performed their duties diligently during the reporting period.



2003年5月22日，北京抗「非典」期間，本公司召開中國地區專營公司營銷電話會議
Telephone conference for marketing during "SARS" period in Beijing on 22 May 2003



2003年8月22日，本公司董事會秘書戎佩敏女士（左二）陪同日本證券界友人參觀本公司立體倉庫
Ms. Rong Peiming (second from left), Company Secretary, accompanied guests from Japan securities at the Company's dimensional warehouse on 22 August 2003

董事、監事、高級管理人員和員工情況

DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT STAFF

三、在股東單位任職的董事、監事、高級管理人員情況

III. POSITIONS HELD BY DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT IN SHAREHOLDERS' UNIT

姓名	在本公司職務	任職的股東名稱	在股東單位擔任的職務	任職期間	是否在股東單位領取報酬、津貼(是或否)
Name	Position held in the Company	Name of the Company's shareholders	Positions in the Company's shareholders	Term of appointment	Whether receiving an remuneration or allowance (Yes or No)
朱武安 Zhu Wuan	董事長 Chairman	北人集團公司 Beiren Group Corporation	董事長、黨委書記 Chairman, Secretary to the Party Committee	2000.3-今 From March 2000 to present	是 Yes
陸長安 Lu Changan	副董事長 Vice-chairman	北人集團公司 Beiren Group Corporation	總經理 General Manager	2000.3-今 From March 2000 to present	是 Yes
龐連東 Pang Liandong	董事 Director	北人集團公司 Beiren Group Corporation	常務副總經理 Standing Deputy General Manager	1996.8-今 From August 1996 to present	是 Yes
于寶貴 Yu Baogui	董事 Director	北人集團公司 Beiren Group Corporation	工會主席 Chairman of the Labour Union	1993.8-今 From August 1993 to present	是 Yes
齊生林 Qi Shenglin	董事 Director	北人集團公司 Beiren Group Corporation	總會計師 Chief Accountant	2002.6-今 From June 2002 to present	是 Yes
肖茂林 Xiao Maolin	監事長 Chairman of the Supervisory Committee	北人集團公司 Beiren Group Corporation	紀委書記、黨委副書記 Secretary to the Disciplinary Committee and Deputy Secretary to the Party Committee	2000.9-今 From September 2000 to present	是 Yes



參加2003年10月24日舉辦的本公司股票上市十周年暨新址落成慶典的來賓在簽到
Guests signed in their names at the celebration ceremony of the 10th anniversary for the Company's listing of shares and completion of new premise on 24 October 2003



隆重的上市十周年暨新址落成慶典會場
At the celebration ceremony of the 10th anniversary for the Company's listing of shares and completion of new premises

董事、監事、高級管理人員和員工情況

DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT STAFF

四、董事、監事和高級管理人員年度報酬情況

IV. REMUNERATIONS OF DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

年度報酬總額
Total remuneration for the year

人民幣187.5萬元
Rmb1,875,000

金額最高的前三名董事的報酬總額
Remunerations paid to the 3 highest paid directors

人民幣68萬元
Rmb680,000

金額最高的前三名高級管理人員的報酬總額
Remunerations paid to the 3 highest paid senior management

人民幣90萬元
Rmb900,000

獨立董事津貼
Allowances paid to independent directors

人民幣11萬元
Rmb110,000

獨立董事其他待遇
Other benefits provided to independent directors

沒有
No

不在公司領取報酬、津貼的董事、監事姓名

Name of directors and supervisors whose remunerations were not paid by the Company

不在公司領取報酬的董事、監事：朱武安、陸長安。

Directors and supervisors whose remunerations were not paid by the Company: Zhu Wuan, Lu Changan, Pang Liandong, Yu Baogui, Qi Shenglin and Xiao Maolin;

報酬區間 Remunerations paid to directors, supervisors and senior management in the following bands	董事 Director	人數 Number of 監事 Supervisor	高級管理人員 Senior Management
1-10萬元 Rmb10,000 - Rmb100,000	3	2	
10-20萬元 Rmb100,000 - Rmb200,000		1	
20-30萬元 Rmb200,000 - Rmb300,000	1		3
30-40萬元 Rmb300,000 - Rmb400,000	1		

董事、監事、高級管理人員和員工情況

DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT STAFF

五、報告期內離任的董事、監事、高級管理人員姓名及離任原因

在報告期內公司董事、監事、高級管理人員無離任情況。

(V) NAMES OF DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT STAFF WHO RESIGNED FROM OFFICE DURING THE REPORTING PERIOD AND REASONS THEREFOR

None of the directors, supervisors or senior management resigned from their office during the reporting period.

六、報告期內公司員工情況

(1) 2003年末公司在崗員工人數為3,111人。

(2) 人員構成情況(截止2003年12月31日)

其中：生產人員	2,192
銷售人員	125
技術人員	365
財務人員	64
管理人員	337
其他人員	28

本公司受教育程度，研究生學歷11人，大學本科學歷323人，大專學歷454人，中專以下2,323人。另外，退休員工有1,916人。

本公司為員工辦理了社會養老保險、失業保險和社會醫療保險。

報告期內，根據實際情況對員工進行了有計劃的崗位和業務技能的培訓，通過培訓取得了良好的效果。公司將根據發展計劃，不斷提高員工的素質，使每位員工在自己的崗位上充分發揮作用。



本公司榮獲中國優秀企業稱號
The Company was awarded "Chinese excellent enterprise" title

(VI) DETAILS ON THE STAFF DURING THE REPORTING PERIOD

(1) At the end of the year 2003, the number of staff of the Company was 3,111.

(2) Members of staff (as at 31 December 2003)

Of which:	production staff	2,192
	sales staff	125
	technical staff	365
	financial staff	64
	management staff	337
	others	28

With respect to the educational level of the Company's staff, 11 staff members are postgraduates; 323 are university graduates; 454 are post-secondary graduates; 2,323 are secondary technical graduates or below. In addition, 1,916 are retired staff.

The Company had effected social retirement insurance, unemployment insurance and social medical insurance for its employees.

The Company provided training for its employees according to their position held as well as technical training and achieved positive effects as a result. The Company is committed to enhancing the quality of its employees in accordance with its development plans so as to enable each of the employees to fully perform their abilities at work.



2003年7月，本公司在中國機械工業企業管理協會主辦《中國機械500強》排序活動中，進入2003年中國機械500強之列，圖為證書和獎牌
The Company was included in the top 500 China's engineering industry in 2003, organized by China Engineering Industry Management Association. Pictured is the certificate and medal in July 2003